

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2095
Revision No.: 19
Date of Last Revision: 08/13/2002

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex
Maryland Counties of Somerset, Wicomico, Worcester
Virginia Counties of Accomack, Northampton

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	8.43
01012	Accounting Clerk II	9.26
01013	Accounting Clerk III	11.02
01014	Accounting Clerk IV	13.79
01030	Court Reporter	9.88
01050	Dispatcher, Motor Vehicle	10.40
01060	Document Preparation Clerk	8.70
01070	Messenger (Courier)	6.74
01090	Duplicating Machine Operator	8.70
01110	Film/Tape Librarian	9.00
01115	General Clerk I	6.62
01116	General Clerk II	6.98
01117	General Clerk III	8.76
01118	General Clerk IV	9.83
01120	Housing Referral Assistant	10.69
01131	Key Entry Operator I	9.25
01132	Key Entry Operator II	10.95
01191	Order Clerk I	8.44
01192	Order Clerk II	10.73
01261	Personnel Assistant (Employment) I	7.68
01262	Personnel Assistant (Employment) II	9.00
01263	Personnel Assistant (Employment) III	9.88
01264	Personnel Assistant (Employment) IV	10.74
01270	Production Control Clerk	12.34
01290	Rental Clerk	9.34
01300	Scheduler, Maintenance	8.96
01311	Secretary I	8.96
01312	Secretary II	9.84
01313	Secretary III	10.69
01314	Secretary IV	10.88
01315	Secretary V	11.96

01320	Service Order Dispatcher	10.35
01341	Stenographer I	10.93
01342	Stenographer II	12.01
01400	Supply Technician	10.88
01420	Survey Worker (Interviewer)	9.88
01460	Switchboard Operator-Receptionist	8.27
01510	Test Examiner	9.84
01520	Test Proctor	9.84
01531	Travel Clerk I	9.94
01532	Travel Clerk II	10.73
01533	Travel Clerk III	11.48
01611	Word Processor I	8.98
01612	Word Processor II	10.28
01613	Word Processor III	11.28
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	8.77
03041	Computer Operator I	7.53
03042	Computer Operator II	9.00
03043	Computer Operator III	10.89
03044	Computer Operator IV	12.19
03045	Computer Operator V	13.41
03071	Computer Programmer I (1)	11.15
03072	Computer Programmer II (1)	13.77
03073	Computer Programmer III (1)	16.44
03074	Computer Programmer IV (1)	20.08
03101	Computer Systems Analyst I (1)	14.17
03102	Computer Systems Analyst II (1)	16.71
03103	Computer Systems Analyst III (1)	19.38
03160	Peripheral Equipment Operator	8.61
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	13.02
05010	Automotive Glass Installer	11.17
05040	Automotive Worker	12.28
05070	Electrician, Automotive	12.80
05100	Mobile Equipment Servicer	10.20
05130	Motor Equipment Metal Mechanic	13.36
05160	Motor Equipment Metal Worker	12.28
05190	Motor Vehicle Mechanic	13.36
05220	Motor Vehicle Mechanic Helper	9.71
05250	Motor Vehicle Upholstery Worker	11.72
05280	Motor Vehicle Wrecker	12.28
05310	Painter, Automotive	12.87
05340	Radiator Repair Specialist	12.28
05370	Tire Repairer	9.82
05400	Transmission Repair Specialist	13.36
07000	Food Preparation and Service Occupations	

	Food Service Worker	7.44
07010	Baker	8.50
07041	Cook I	8.66
07042	Cook II	9.78
07070	Dishwasher	6.64
07130	Meat Cutter	9.35
07250	Waiter/Waitress	6.67
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	14.42
09040	Furniture Handler	10.11
09070	Furniture Refinisher	13.11
09100	Furniture Refinisher Helper	10.88
09110	Furniture Repairer, Minor	12.01
09130	Upholsterer	13.11
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	8.18
11060	Elevator Operator	8.18
11090	Gardener	9.12
11121	House Keeping Aid I	6.71
11122	House Keeping Aid II	7.69
11150	Janitor	8.18
11210	Laborer, Grounds Maintenance	8.33
11240	Maid or Houseman	7.10
11270	Pest Controller	8.45
11300	Refuse Collector	8.18
11330	Tractor Operator	9.30
11360	Window Cleaner	8.33
12000	Health Occupations	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	10.43
12130	Medical Laboratory Technician	10.75
12160	Medical Record Clerk	10.75
12190	Medical Record Technician	14.89
12221	Nursing Assistant I	7.83
12222	Nursing Assistant II	8.80
12223	Nursing Assistant III	9.60
12224	Nursing Assistant IV	10.77
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.97

12313	Registered Nurse II, Specialist	20.97
12314	Registered Nurse III	25.37
12315	Registered Nurse III, Anesthetist	25.37
12316	Registered Nurse IV	30.38
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	12.60
13011	Exhibits Specialist I	13.81
13012	Exhibits Specialist II	15.73
13013	Exhibits Specialist III	19.22
13041	Illustrator I	12.89
13042	Illustrator II	14.69
13043	Illustrator III	18.06
13047	Librarian	12.01
13050	Library Technician	9.20
13071	Photographer I	11.00
13072	Photographer II	12.73
13073	Photographer III	14.50
13074	Photographer IV	17.83
13075	Photographer V	20.92
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.02
15030	Counter Attendant	7.02
15040	Dry Cleaner	8.56
15070	Finisher, Flatwork, Machine	7.02
15090	Presser, Hand	7.02
15100	Presser, Machine, Drycleaning	7.02
15130	Presser, Machine, Shirts	7.02
15160	Presser, Machine, Wearing Apparel, Laundry	7.02
15190	Sewing Machine Operator	9.14
15220	Tailor	9.72
15250	Washer, Machine	7.59
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	14.42
19040	Tool and Die Maker	16.89
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	12.58
21020	Material Coordinator	12.84
21030	Material Expediter	12.84
21040	Material Handling Laborer	8.88
21050	Order Filler	9.52
21071	Forklift Operator	10.97
21080	Production Line Worker (Food Processing)	10.12
21100	Shipping/Receiving Clerk	10.55
21130	Shipping Packer	10.08
21140	Store Worker I	9.91

21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.72
21210	Tools and Parts Attendant	13.76
21400	Warehouse Specialist	11.64
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	15.05
23040	Aircraft Mechanic Helper	11.97
23050	Aircraft Quality Control Inspector	20.03
23060	Aircraft Servicer	13.21
23070	Aircraft Worker	13.84
23100	Appliance Mechanic	13.11
23120	Bicycle Repairer	11.05
23125	Cable Splicer	17.30
23130	Carpenter, Maintenance	13.24
23140	Carpet Layer	13.84
23160	Electrician, Maintenance	15.50
23181	Electronics Technician, Maintenance I	13.84
23182	Electronics Technician, Maintenance II	18.79
23183	Electronics Technician, Maintenance III	21.16
23260	Fabric Worker	12.66
23290	Fire Alarm System Mechanic	15.05
23310	Fire Extinguisher Repairer	12.58
23340	Fuel Distribution System Mechanic	15.05
23370	General Maintenance Worker	11.79
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.05
23430	Heavy Equipment Mechanic	15.25
23440	Heavy Equipment Operator	15.73
23460	Instrument Mechanic	17.30
23470	Laborer	9.57
23500	Locksmith	14.42
23530	Machinery Maintenance Mechanic	15.73
23550	Machinist, Maintenance	14.31
23580	Maintenance Trades Helper	10.88
23640	Millwright	14.88
23700	Office Appliance Repairer	14.42
23740	Painter, Aircraft	13.11
23760	Painter, Maintenance	13.11
23790	Pipefitter, Maintenance	15.73
23800	Plumber, Maintenance	16.59
23820	Pneudraulic Systems Mechanic	15.05
23850	Rigger	14.97
23870	Scale Mechanic	13.84
23890	Sheet-Metal Worker, Maintenance	15.05
23910	Small Engine Mechanic	12.72
23930	Telecommunication Mechanic I	15.05
23931	Telecommunication Mechanic II	15.66
23950	Telephone Lineman	15.05
23960	Welder, Combination, Maintenance	13.68
23965	Well Driller	15.05

23970	Woodcraft Worker	15.05
23980	Woodworker	12.82
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.45
24580	Child Care Center Clerk	10.54
24600	Chore Aid	6.17
24630	Homemaker	11.71
25000	Plant and System Operation Occupations	
25010	Boiler Tender	13.68
25040	Sewage Plant Operator	13.11
25070	Stationary Engineer	13.68
25190	Ventilation Equipment Tender	11.97
25210	Water Treatment Plant Operator	14.42
27000	Protective Service Occupations	
	Police Officer	16.06
27004	Alarm Monitor	9.88
27006	Corrections Officer	12.07
27010	Court Security Officer	12.33
27040	Detention Officer	12.07
27070	Firefighter	11.86
27101	Guard I	7.19
27102	Guard II	9.04
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	11.69
28020	Hatch Tender	11.69
28030	Line Handler	11.69
28040	Stevedore I	10.15
28050	Stevedore II	12.19
29000	Technical Occupations	
21150	Graphic Artist	12.88
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.34
29024	Archeological Technician II	12.69
29025	Archeological Technician III	15.73
29030	Cartographic Technician	14.30
29035	Computer Based Training (CBT) Specialist/ Instructor	14.30
29040	Civil Engineering Technician	14.17
29061	Drafter I	9.86
29062	Drafter II	11.94
29063	Drafter III	13.81
29064	Drafter IV	15.73
29081	Engineering Technician I	9.02

29082	Engineering Technician II	10.92
29083	Engineering Technician III	12.63
29084	Engineering Technician IV	14.39
29085	Engineering Technician V	17.70
29086	Engineering Technician VI	20.76
29090	Environmental Technician	15.73
29100	Flight Simulator/Instructor (Pilot)	17.47
29160	Instructor	16.29
29210	Laboratory Technician	10.27
29240	Mathematical Technician	15.73
29361	Paralegal/Legal Assistant I	9.00
29362	Paralegal/Legal Assistant II	10.93
29363	Paralegal/Legal Assistant III	13.37
29364	Paralegal/Legal Assistant IV	16.17
29390	Photooptics Technician	14.50
29480	Technical Writer	15.73
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	12.41
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	10.27
29622	Weather Observer, Upper Air (3)	10.27
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	9.55
31260	Parking and Lot Attendant	7.71
31290	Shuttle Bus Driver	10.59
31300	Taxi Driver	8.03
31361	Truckdriver, Light Truck	10.59
31362	Truckdriver, Medium Truck	10.98
31363	Truckdriver, Heavy Truck	11.50
31364	Truckdriver, Tractor-Trailer	12.84
99000	Miscellaneous Occupations	
99020	Animal Caretaker	7.12
99030	Cashier	7.28
99041	Carnival Equipment Operator	8.09
99042	Carnival Equipment Repairer	8.80
99043	Carnival Worker	7.12
99050	Desk Clerk	8.45
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	18.23
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.27
99500	Recreation Specialist	11.71

99510	Recycling Worker	9.30
99610	Sales Clerk	8.95
99620	School Crossing Guard (Crosswalk Attendant)	7.12
99630	Sport Official	8.27
99658	Survey Party Chief (Chief of Party)	13.79
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.38
99660	Surveying Aide	9.04
99690	Swimming Pool Operator	7.93
99720	Vending Machine Attendant	7.93
99730	Vending Machine Repairer	9.35
99740	Vending Machine Repairer Helper	8.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2097
Revision No.: 16
Date of Last Revision: 06/07/2002

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle
Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot
New Jersey County of Salem

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.92
Accounting Clerk II	11.72
Accounting Clerk III	14.02
Accounting Clerk IV	15.48
Court Reporter	15.41
Dispatcher, Motor Vehicle	14.69
Document Preparation Clerk	12.09
Duplicating Machine Operator	11.72
Film/Tape Librarian	13.48
General Clerk I	8.94
General Clerk II	11.18
General Clerk III	11.72
General Clerk IV	14.02
Housing Referral Assistant	17.29
Key Entry Operator I	11.04
Key Entry Operator II	14.47
Messenger (Courier)	9.22
Order Clerk I	10.35
Order Clerk II	13.88
Personnel Assistant (Employment) I	11.72
Personnel Assistant (Employment) II	14.02
Personnel Assistant (Employment) III	15.41
Personnel Assistant (Employment) IV	16.81
Production Control Clerk	16.81
Rental Clerk	14.02
Scheduler, Maintenance	14.02
Secretary I	14.02
Secretary II	15.33
Secretary III	17.95
Secretary IV	18.87
Secretary V	21.16

Service Order Dispatcher	13.18
Stenographer I	16.28
Stenographer II	17.12
Supply Technician	18.87
Survey Worker (Interviewer)	12.84
Switchboard Operator-Receptionist	12.55
Test Examiner	15.33
Test Proctor	15.33
Travel Clerk I	10.47
Travel Clerk II	11.40
Travel Clerk III	12.32
Word Processor I	12.23
Word Processor II	13.53
Word Processor III	14.84

Automatic Data Processing Occupations

Computer Data Librarian	12.20
Computer Operator I	15.73
Computer Operator II	17.33
Computer Operator III	20.68
Computer Operator IV	22.05
Computer Operator V	24.99
Computer Programmer I (1)	18.07
Computer Programmer II (1)	22.38
Computer Programmer III (1)	26.95
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.79
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.96

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.46
Automotive Glass Installer	15.27
Automotive Worker	17.44
Electrician, Automotive	18.11
Mobile Equipment Servicer	16.06
Motor Equipment Metal Mechanic	18.80
Motor Equipment Metal Worker	17.44
Motor Vehicle Mechanic	18.81
Motor Vehicle Mechanic Helper	15.38
Motor Vehicle Upholstery Worker	16.74
Motor Vehicle Wrecker	17.44
Painter, Automotive	18.11
Radiator Repair Specialist	17.44
Tire Repairer	13.58
Transmission Repair Specialist	18.80

Food Preparation and Service Occupations

Baker	11.66
Cook I	10.89
Cook II	11.83
Dishwasher	8.83
Food Service Worker	9.71
Meat Cutter	14.75
Waiter/Waitress	9.39

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	19.04
Furniture Handler	15.27
Furniture Refinisher	19.04
Furniture Refinisher Helper	16.02
Furniture Repairer, Minor	17.53
Upholsterer	19.04

General Services and Support Occupations

Cleaner, Vehicles	10.29
Elevator Operator	10.91
Gardener	11.99
House Keeping Aid I	9.48
House Keeping Aid II	10.45
Janitor	10.91
Laborer, Grounds Maintenance	11.51
Maid or Houseman	9.76
Pest Controller	12.04
Refuse Collector	10.15
Tractor Operator	11.83
Window Cleaner	11.61

Health Occupations

Dental Assistant	12.37
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.39
Licensed Practical Nurse I	11.81
Licensed Practical Nurse II	12.68
Licensed Practical Nurse III	14.19
Medical Assistant	10.55
Medical Laboratory Technician	11.61
Medical Record Clerk	11.61
Medical Record Technician	13.89
Nursing Assistant I	8.51
Nursing Assistant II	9.58
Nursing Assistant III	10.23
Nursing Assistant IV	11.00
Pharmacy Technician	12.50
Phlebotomist	11.61
Registered Nurse I	17.57
Registered Nurse II	21.51
Registered Nurse II, Specialist	21.51

Registered Nurse III	26.00
Registered Nurse III, Anesthetist	26.00
Registered Nurse IV	31.18

Information and Arts Occupations

Audiovisual Librarian	19.58
Exhibits Specialist I	16.52
Exhibits Specialist II	21.77
Exhibits Specialist III	24.71
Illustrator I	16.52
Illustrator II	21.77
Illustrator III	24.71
Librarian	23.67
Library Technician	12.94
Photographer I	13.85
Photographer II	16.59
Photographer III	20.69
Photographer IV	23.11
Photographer V	29.17

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.14
Counter Attendant	7.14
Dry Cleaner	8.36
Finisher, Flatwork, Machine	7.14
Presser, Hand	7.14
Presser, Machine, Drycleaning	7.14
Presser, Machine, Shirts	7.14
Presser, Machine, Wearing Apparel, Laundry	7.14
Sewing Machine Operator	9.00
Tailor	9.64
Washer, Machine	7.67

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	20.94
Tool and Die Maker	24.29

Material Handling and Packing Occupations

Forklift Operator	14.92
Fuel Distribution System Operator	16.50
Material Coordinator	19.08
Material Expediter	19.08
Material Handling Laborer	12.52
Order Filler	12.31
Production Line Worker (Food Processing)	16.11
Shipping Packer	13.36
Shipping/Receiving Clerk	13.27
Stock Clerk (Shelf Stocker; Store Worker II)	14.84
Store Worker I	11.18

Tools and Parts Attendant	16.02
Warehouse Specialist	16.11

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.82
Aircraft Mechanic Helper	16.02
Aircraft Quality Control Inspector	21.90
Aircraft Servicer	17.53
Aircraft Worker	18.30
Appliance Mechanic	19.04
Bicycle Repairer	16.17
Cable Splicer	21.40
Carpenter, Maintenance	19.04
Carpet Layer	18.30
Electrician, Maintenance	20.89
Electronics Technician, Maintenance I	14.78
Electronics Technician, Maintenance II	22.96
Electronics Technician, Maintenance III	24.63
Fabric Worker	17.53
Fire Alarm System Mechanic	19.82
Fire Extinguisher Repairer	16.94
Fuel Distribution System Mechanic	21.80
General Maintenance Worker	18.30
Heating, Refrigeration and Air Conditioning Mechanic	22.68
Heavy Equipment Mechanic	19.82
Heavy Equipment Operator	19.82
Instrument Mechanic	19.82
Laborer	13.55
Locksmith	19.04
Machinery Maintenance Mechanic	20.30
Machinist, Maintenance	19.20
Maintenance Trades Helper	16.02
Millwright	22.97
Office Appliance Repairer	19.04
Painter, Aircraft	19.04
Painter, Maintenance	19.04
Pipefitter, Maintenance	24.74
Plumber, Maintenance	21.90
Pneudraulic Systems Mechanic	19.82
Rigger	19.82
Scale Mechanic	18.30
Sheet-Metal Worker, Maintenance	19.82
Small Engine Mechanic	18.30
Telecommunication Mechanic I	19.82
Telecommunication Mechanic II	20.54
Telephone Lineman	19.82
Welder, Combination, Maintenance	20.00
Well Driller	19.82
Woodcraft Worker	19.82

Woodworker	17.53
Miscellaneous Occupations	
Animal Caretaker	10.01
Carnival Equipment Operator	9.85
Carnival Equipment Repairer	10.73
Carnival Worker	8.83
Cashier	9.62
Desk Clerk	11.78
Embalmer	19.55
Lifeguard	10.49
Mortician	21.51
Park Attendant (Aide)	13.24
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.49
Recreation Specialist	16.33
Recycling Worker	12.72
Sales Clerk	10.49
School Crossing Guard (Crosswalk Attendant)	9.49
Sport Official	10.49
Survey Party Chief (Chief of Party)	15.59
Surveying Aide	10.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.18
Swimming Pool Operator	11.96
Vending Machine Attendant	11.06
Vending Machine Repairer	11.96
Vending Machine Repairer Helper	11.06
Personal Needs Occupations	
Child Care Attendant	11.78
Child Care Center Clerk	14.69
Chore Aid	8.24
Homemaker	16.33
Plant and System Operation Occupations	
Boiler Tender	21.80
Sewage Plant Operator	20.94
Stationary Engineer	21.80
Ventilation Equipment Tender	16.02
Water Treatment Plant Operator	19.04
Protective Service Occupations	
Alarm Monitor	13.72
Corrections Officer	17.83
Court Security Officer	20.30
Detention Officer	18.45
Firefighter	20.30
Guard I	9.38
Guard II	15.08
Police Officer	21.08

Stevedoring/Longshoremen Occupations

Blocker and Bracer	18.40
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.63
Stevedore II	19.78

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.12
Air Traffic Control Specialist, Station (2)	20.08
Air Traffic Control Specialist, Terminal (2)	22.11
Archeological Technician I	14.30
Archeological Technician II	16.02
Archeological Technician III	19.81
Cartographic Technician	22.76
Civil Engineering Technician	19.79
Computer Based Training (CBT) Specialist/ Instructor	26.79
Drafter I	11.27
Drafter II	15.14
Drafter III	16.52
Drafter IV	23.81
Engineering Technician I	16.27
Engineering Technician II	18.25
Engineering Technician III	22.51
Engineering Technician IV	27.40
Engineering Technician V	33.34
Engineering Technician VI	35.62
Environmental Technician	19.17
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.28
Instructor	22.92
Laboratory Technician	18.23
Mathematical Technician	22.42
Paralegal/Legal Assistant I	16.60
Paralegal/Legal Assistant II	21.77
Paralegal/Legal Assistant III	26.61
Paralegal/Legal Assistant IV	32.24
Photooptics Technician	18.52
Technical Writer	22.54
Unexploded (UXO) Safety Escort	18.51
Unexploded (UXO) Sweep Personnel	18.51
Unexploded Ordnance (UXO) Technician I	18.51
Unexploded Ordnance (UXO) Technician II	22.39
Unexploded Ordnance (UXO) Technician III	26.84
Weather Observer, Combined Upper Air and Surface Programs (3)	15.02
Weather Observer, Senior (3)	18.47
Weather Observer, Upper Air (3)	15.02

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.97
Parking and Lot Attendant	12.29
Shuttle Bus Driver	10.70
Taxi Driver	10.92
Truckdriver, Heavy Truck	18.10
Truckdriver, Light Truck	15.42
Truckdriver, Medium Truck	17.37
Truckdriver, Tractor-Trailer	18.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Window Cleaner: The rate for the Window Cleaner occupation does not apply to Salem County, New Jersey.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.